

DEPARTMENT OF INDUSTRIAL RELATIONS  
DIVISION OF LABOR STATISTICS & RESEARCH  
455 Golden Gate Avenue, 9<sup>th</sup> Floor  
San Francisco, CA 94102

ADDRESS REPLY TO:

*San Francisco* P.O. Box 420603  
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## SHIFT PROVISIONS

FOR

BUILDING/CONSTRUCTION INSPECTOR AND FIELD SOILS AND  
MATERIAL TESTER

IN

ALAMEDA, ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA,  
CONTRA COSTA, DEL NORTE, EL DORADO, FRESNO, GLENN,  
HUMBOLDT, KINGS, LAKE, LASSEN, MADERA, MARIN, MARIPOSA,  
MENDOCINO, MERCED, MODOC, MONTEREY, NAPA, NEVADA,  
PLACER, PLUMAS, SACRAMENTO, SAN BENITO, SAN FRANCISCO,  
SAN JOAQUIN, SAN MATEO, SANTA CLARA, SANTA CRUZ, SHASTA,  
SIERRA, SISKIYOU, SOLANO, SONOMA, STANISLAUS, SUTTER,  
TEHAMA, TRINITY, TULARE, TUOLUMNE, YOLO AND YUBA COUNTIES

Note: The shift provisions provided in the following pages provide guidance on the work hours that are applicable to each shift. Shift differential pay is required and will be enforced during each applicable shift where shift differential pay is in the determinations. Any shift provision restricting the work hours for a particular shift for a type of work will not be enforced on public works. However, if work is performed during hours typically associated with a 2nd or 3rd shift the appropriate shift rate of pay is required. Shift differential pay shall not apply to work during traditional shift hour (swing or grave) if the determination includes a footnote that indicates that the non-shift rate may be paid for a special single shift. Please note the exemptions in California Code of Regulations Section 16200 (a)(3)(F) do not waive the shift differential pay. These regulatory exemptions only apply to overtime pay. Overtime shall be required in accordance with the determination and Labor Code Section 1810 through 1815.

**R E C E I V E D**  
Department of Industrial Relations

JUL 22 2008

**AGREEMENT**

Div. of Labor Statistics & Research  
Chief's Office

***THIS AGREEMENT***, made and entered into this 16th day of April, 2008, by and between **OPERATING ENGINEERS LOCAL UNION NO. 3** of the International Union of Operating Engineers, AFL-CIO ("Union") and the **COUNCIL OF ENGINEER AND LABORATORY EMPLOYERS, INC.** (Employer) for and on behalf of its members hereinafter identified,

**04.03.00** *Saturday and Sunday Work.* Work performed on Saturday as defined below shall be paid for at one and one-half (1-1/2) times the regular rate of pay for the first eight (8) hours of work and at two (2) times the regular rate of pay for all hours worked in excess of eight (8). Work performed on Sunday as defined below shall be paid for at two (2) times the regular rate of pay for all hours worked. A shift which commences on or after 1:00 a.m. on Saturday morning and before 1:00 a.m. on Sunday morning shall be deemed Saturday work for the entire shift. A shift which commences on or after 1:00 a.m. on Sunday morning and before 1:00 a.m. on Monday morning shall be deemed Sunday work for the entire shift.

**04.04.00** *Night Shifts.* When work is performed on a night shift, an Employee assigned to work such night shift shall be paid twelve and one-half percent (12-1/2%) differential in addition to his/her regular pay. A night shift is a shift which commences after 2:00 p.m. or before 4:00 a.m. during any twenty-four (24) hour period commencing at 12:01 a.m.